

PERSRU NEWSLETTER

FOCUS ON RETIREMENT EDITION

ISSUE 3/99

JULY THROUGH SEPTEMBER 1999

FY- 2000 Pay Changes

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Numerous military pay improvements were approved by Congress for FY-2000. Here's some of the highlights of changes impacting active duty and reserve members:



- **Basic Pay.** Basic pay will increase, across the board, by 4.8 percent on 1 January 2000. A second targeted increase takes effect on 1 July 2000 (variable increases depending upon a member's grade and years of service). The new 1 January 2000 and 1 July 2000 Basic Pay tables can be found on the Web at www.armedforcesnews.com.
- **Diving Duty Pay.** Diving duty pay rates increased by \$40.00 per month effective 1 October 1999.
- **Lump Sum Leave.** Enlisted members discharging and reenlisting may now sell leave even if the discharge is more than 90 days prior to the date the member's enlistment expires. This change was effective 5 October 1999.
- **Reserve Funeral Duty.** Ready reservists performing funeral honors duty will become entitled to one retirement point and a daily allowance of \$50.00. Commandant (G-WTR) is developing implementing policy as this PERSRU Newsletter goes to print.
- **Basic Allowance for Subsistence.** BAS and SEPRATS rates increase by 1 percent effective 1 January

2000. Partial BAS will increase by more than 1 percent. The new BAS rates have not been published as of the date this Newsletter is being published. Check HRSIC's Web Site, www.uscg.mil/hq/hrsic and we will post the new rates as soon as they become available.

- **Basic Allowance for Housing.** Congress has appropriated additional funding for BAH, which will result in several BAH improvements effective 1 January 2000. The new BAH rates are expected to be available in mid-late December 1999. You will be able to access the new rates at www.dtic.mil/perdiem/
- **Retirement Reform.** Members entering the service 1 August 1986 or later will be eligible to either: (a) convert to the higher pre-1986 high-3 retirement formula; or (b) elect a \$30,000 bonus at 15 years service and continue under the reduced retirement formula. Detailed implementing guidance will be forthcoming from Commandant.
- **Thrift Savings Program.** Congress has authorized active duty and reserve members to participate in the federal civil service Thrift Savings program. Contributions would be limited to 5% of basic pay plus bonuses, special pays, and incentive pays, up to a maximum of \$10,000 a year. Implementation of this program is tentative because of restrictive wording in the law requiring identification of offsets to match tax revenue decreases resulting from the program.

**Dale Hosman
HRSIC (MAS)**

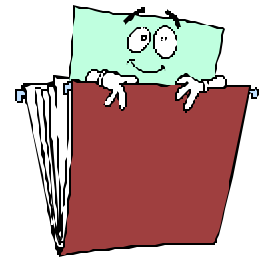
Obtaining Records Of Veterans' Military Service

The Department of Veterans Affairs does not maintain records of veterans military service, except as is necessary for providing benefits. For information about obtaining your military records, please visit the Military Personnel Records Center in St. Louis, which is part of the National Archives and Records Administration, at: www.nara.gov/regional/mpr.html.

Also, please see "Requests for Veterans' Military Information" at www.va.gov/vas/pafoia.htm. That page gives instructions in submitting a SF-180, Request Pertaining To Military Records. The National Military Personnel Records Center has the SF-180 at www.nara.gov/regional/mprsf180.html.

Your questions may be sent to:

National Personnel Records Center
Military Personnel Records Center
9700 Page Boulevard
St. Louis, MO 63132-5100



The nearest VA regional office can send you the necessary form, by calling 1-800-827-1000, or you can contact the local benefit office in your area.

YN3 Mike Adair
HRSIC (RAS)

Creditable Service Adjustments For Prior Service Members

A procedure has been changed to allow a prior service member to request an immediate adjustment to his/her pay base date and/or active duty base date. Normally, these are members who have just entered the Coast Guard and have prior service in the Coast Guard or in another uniformed service and the PERSRU has entered an incorrect pay base date and/or active duty base date in PMIS/JUMPS. Usually the reason for this is because there was no substantiated DD-214 at the time the PERSRU inputted the member's accession package or their computations were incorrect).

If there is a DD-214 supporting creditable service and the member's pay base date and/or active duty base date is incorrect, the member can request an immediate adjustment.

The request must be sent by the unit via E-mail to HRSIC-SES for SWSIII or SES@HRSIC.USCG.MIL for SWSII and must indicate:

"The member has been counseled and understands that if his/her adjusted pay base date and/or active duty base date is not supported by the prior service records, the member may be in an overpaid status."

When request is received by HRSIC, an adjustment will be made to the member's pay base date and/or active duty base date. A credit will also be done for any monies the member is entitled to for back pay.

This change was incorporated into CH-4 of the Personnel Pay and Procedures Manual (3PM).

CWO2 Dale Bunker
HRSIC (SES)

Effective Dates Of PMIS/JUMPS Transactions When Members Divorce

HRSIC (MAS) has noticed a slight increase on incorrect effective dates for the CG-4170A, P606 for BAH, and P607 for Conus COLA when a member divorces and has no other dependents.

- The effective date of the CG-4170A will be the **same date** as divorce.
- The P606 for BAH will have an effective date the day after divorce.
- The P607 for CCOLA will also have an effective date the day after divorce.

Example: Member is divorced on 1 October 1999 and has no other dependents. CG-4170A effective date is 01OCT99, the P606 for BAH (partial or without) is dated 02OCT99, and the P607 to change Conus COLA from with dependents to without dependents is 02OCT99.

Please refer to the tables on pages 2-A-119 and 2-A-120 of the SDA II User Manual when determining the correct effective date to be used on the CG-4170A when a member acquires a dependent, or gets divorced.

YN3 Adam Scully
HRSIC (MAS)

How Do I Get My Retired Pay Account Established?



Setting up your retired account can be very easy. However, this is dependent on HRSIC(RAS) receiving the Forms (correctly completed) to establish your retirement account. Here are some helpful hints to ensure your transition to retirement is worry free.

- **Retirement Certificates and Pin:** RAS forwards retirement certificates and pins to the member's Unit up to 6 months prior to date of retirement. For questions or concerns about certificates or pins contact us at 785-357-3414 or 3422.
- **Form CG HRSIC-4700, Retired Pay Account Worksheet.** The CG HRSIC-4700 is required to establish the retired pay account and should be received by HRSIC(RAS) at least 30 days prior to date of retirement. The Form must be witnessed by someone other than a family member and must be signed and witnessed on the same date.
- **Where can I find the CG HRSIC-4700 form?**
 - (a) Your Guide to Retirement (Appendix A)
 - (b) Personnel and Pay Procedures Manual (HRSICINST M1000.2A, Appendix A.)
 - (c) On line at <http://www.uscg.mil/hq/hrsic/publicat1.htm>
 - (d) In JetForms Filler Program on SWIII.
- **Contact During Transition to Retirement:** At times we need to obtain some additional information, or clarify something on the retirement Forms, before we can set up the retired account. If this happens it is very important that we be able to contact the member. Please be sure the telephone number provided on the CG HRSIC-4700 is a valid number where the member can be reached during transition. If none, the member may want to provide a telephone number for a family member who they will be in contact with; or they may check in with their RAS pay technician about 30 days prior to date of retirement.
- **Information to Assist Future Retirees:**
 - (a) Personnel and Pay Procedures Manual HRSICINST M1000.2A(3PM), Appendix A.
 - (b) CG Personnel Manual COMDTINST M1000.6A, Chapter 12-C.
 - (c) Your Guide to Retirement HRSICINST M1800.5B.
 - (d) HRSIC(RAS) – 785-357-3415

Note for recall to active duty: Even though the member may be immediately recalled to active duty, with no break in service, the retired account must be established. And the member is required to make an SBP election prior to date of retirement.

Need a Retired Pay Calculation?

<http://www.afpc.randolph.af.mil/retsep/eomain.htm>

Or you may contact one of our Pay Technicians at 785-357-3415.

**Nancy Hawkins
HRSIC (RAS)**

Retirement Resources

Personnel and Pay Procedures Manual,
HRSICINST M1000.2a (PPPM.)

- Chapter 3 - Retirement procedures and checklist.
- Appendix A – Retirement package (CG HRSIC 4700.)

HRSIC Web Page.

- HRSIC Retirement information – www.uscg.mil/hq/hrsic

Retired Pay Projection.

- Telephone or written request to HRSIC,
Form CG HRSIC-1900.
- www.afpc.randolph.af.mil/retsep/eomain.htm

Survivor Benefit Plan Cost Estimate.

- www.afpc.randolph.af.mil/retsep/eomain.htm

Retired Certificates and Retirement Pin mailed to Unit
up to 6 months prior to retirement date.

Retirement package mailed to member's home address
5-6 months prior to retirement includes:

- Your Guide to Retirement.
- Retired Military Almanac.
- TRICARE Standard Handbook
- Other pamphlets and information.

How can you reach us?

- By mail:
COMMANDING OFFICER (RAS)
USCG HRSIC
444 SE QUINCY ST
TOPEKA KS 66683-3591
- By Phone:
1-800-772-8724 or 785-357-3415
- By Fax: 785-295-2639
- By e-mail: HRSIC-RAS@hrsic.uscg.mil

Nancy Hawkins
HRSIC (RAS)

Who To Call About Retirement



When calling HRSIC about any one of these types of retirement concerns, please dial (785)-357 and then one of the extensions below:

- * 20 Year Letters (Reserves) - 3412
Ret-2 Certificates - 3433
(Retired w/o pay awaiting age 60) (Reserves)
- * Ret-1 Certificates 3434
(Retired with pay upon reaching age 60) (Reserves)
- * Active Duty Certificates
3422

YN3 Mike Adair
HRSIC (RAS)

Mailing EPEFs

Please note: Enlisted Performance Evaluation Forms (EPEFs) must be mailed to the following address:

Commanding Officer (ADV)
Coast Guard Human Resources
Service & Information Center
444 SE Quincy Street
Topeka, KS 66683-3591

Please do not mail any EPEFs to the post office box numbers for HRSIC. The post office boxes are for travel claim mail only and if EPEFs are incorrectly mailed there, it may cause a delay in processing time. Also, please do not send photocopies of EPEFs. Photocopied EPEFs cannot be read by our scanner and must be manually inputted.

Additionally, if you receive any complaints from units that they have run out of blank EPEFs and they are experiencing difficulties obtaining more; they can receive a limited shipment if they fax a request to Engineering Logistics Center (ELC) at (410) 762-6213. Attention: CPO Dixon. The statement, "No copies exist at unit" must be written on the order form.

Any questions regarding EPEFs or the enlisted evaluation system may be directed to HRSIC (ADV), YNC Emily Jennings at (785) 357-3410.

YNC Emily Jennings
HRSIC (ADV)

Retirement Certificates and Pins

Retirement Certificates for members and Certificate of Appreciation for spouses are prepared at HRSIC (RAS). The Certificates and the Retirement Pin are mailed to the member's unit up to 6 months prior to date of retirement for presentation during the member's retirement ceremony. The spouse certificate is processed from information retrieved from the DEERS system. Members should make a point of reviewing the data in DEERS for its accuracy. RAS makes

every effort to ensure Certificates are prepared correctly. Units are asked to please review the certificates when they are received. In the event of a discrepancy please notify RAS at 785-357-3415, extension 3422 or 3414.

CWO4 Bonnie Abendschan
HRSIC (RAS)

Recall From Retirement & Pay



Retiree and Annuitant Services (RAS) receives many questions concerning computation of pay after recall status ends. We are providing a summary of the recall process plus an example. If you have any questions or need further information please call us at 785-357 3415.

The Coast Guard Personnel Command (CGPC-opm-1) for officers and (CGPC-epm-1) for enlisted, starts the process by issuing a recall order to the member. The recall order contains the effective date of the recall and duration of active duty. Information copies are sent to the Coast Guard Human Resources Service and Information Center (HRSIC), RAS and Military Accounts Support (MAS).

- Upon receipt of the recall order, RAS sends the Retiree a letter that includes a form for waiver of retired pay. The member is required to complete, sign, and return the waiver to RAS. This allows RAS to suspend retired pay, and the member to receive active duty pay and allowances during the recall period.
- If the recall period is less than 30 days, RAS will not interrupt monthly retired pay entitlement. The member or active duty Personnel Reporting Unit (PERSRU), shall notify RAS in writing, upon completion of an active duty period. RAS will then compute entitlement to active duty pay and allowances during the recall period and issue a special payment for the difference between active duty and retired pay. HRSIC will issue a W-2 for taxable active duty pay received during the recall period and reduce the retired pay year-to-date taxable income that was waived.
- If the recall is for 30 days or longer, RAS will suspend retired pay entitlement and MAS will coordinate with the active duty PERSRU in accessing the member to PMIS/JUMPS. For immediate recall from retirement with no break in active duty, the PERSRU will electronically submit a Personnel Action P-193. NOTE: The member must carry all accrued leave forward. Ref: Coast Guard Pay Manual, Figures 10-2 and 10-3.

IMPACT ON RETIRED PAY BENEFITS:

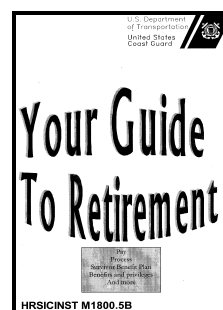
- On immediate recall from retirement, the member is placed to the retired rolls on the effective date of retirement and retired pay is immediately suspended. References may be found in the DoD 7000.14-R DoD FMR Volume 7B, Part Two, Chapter 3, paragraph 20303.
- A member originally retired for other than disability who, while on active duty, incurs a physical disability rating of at least 30 percent for which the member would otherwise be eligible for disability retired pay, is entitled, upon release from active duty, to retired pay computed on at least two different methods of entitlement; and depending on when the member first became a member of the military, before or after 8 September 1980.

Survivor Benefit Plan (SBP)

- Members that elected to participate in the SBP program prior to their original retirement date can only modify their election during an announced SBP open enrollment season or change in marital or dependent status. Members, including recalled members, must keep RAS advised of any change in marital status. If recalled to active duty for a period greater than 30 days, the monthly (SBP) premium cost is suspended for the duration of active duty.

Karen North
HRSIC (RAS)

Retirement Forms



Where are all those forms that are needed to be completed before retirement? They're in the 3PM Manual in Appendix (A). Appendix (A) has just been revised per Change 5 to the 3PM which should be on the street by mid-November. The entire appendix has been replaced with the newly revised "Your Guide In Retirement", HRSICINST 1800.5B. You can see it when you get your copy of Change 5 or view it now at our website at:

www.uscg.mil/hq/hrsic/

Note: If you want to complete some of the retirement forms electronically you can do so on the SWIII by going into JetForms Filler and selecting HRSIC forms then select HRSIC-4700 or 4700R.

YNC Doug Rose
HRSIC (PRC)

Recall To Retirement Pay Computations

Example 1 for less than 2 years of recall:

An O6 with 20 years 01 month 01 day retires 1 June 1997 and is immediately recalled for 1 year. Pay at retirement:

O6 over 20 years on 97 pay scale

$$\begin{array}{r} \$5,478.30 \\ \times .5020 \quad (20 \text{ years 1 month}) \\ \hline \$2,750.00 \quad (\text{rounded gross pay}) \end{array}$$

At end of recall on 1 June 1998 active duty time increases to 21 years 01 month and 01 day. Pay upon retirement would be:

O6 over 21 years on 97 pay scale

$$\begin{array}{r} \$5,478.30 \\ \times .5270 \quad (21 \text{ years 1 month}) \\ \hline \$2,887.00 \quad (\text{rounded}) \\ \times 1.3\% \quad (\text{partial 97 COLA}) \\ \hline \$2,924.00 \quad (\text{rounded}) \end{array}$$

Example 2 for recall for at least 2 years:

An O6 with 20 years 01 month 01 day retires 1 June 1997 and is immediately recalled for 2 years. Pay at initial retirement would be.

O6 over 20 years 1 month on 97 pay scale

$$\begin{array}{r} \$5,478.30 \\ \times .5020 \quad (20 \text{ years 1 month}) \\ \hline \$2,750.00 \quad (\text{rounded retired gross pay}) \end{array}$$

At the end of recall period on 1 June 1999, active duty time is increased to 22 years 1 month and 1 day. Recomputation of retired pay is as follows:

Method 1:

Pay would be computed as O6 over 22 years and 1 month using a .5520 percentage applied to the basic pay from the January 1999 pay scale **only** if the member has been in receipt of this same basic pay for the **two year period** while on recall. Because there has been a new active duty pay scale at least once a year since 1997 this recomputation method is not likely to be used. Or

Method 2:

Pay recomputed on prior pay scale or pay scale used on initial retirement plus cost-of-living adjustments. Member to receive the most advantageous pay, example:

O6 over 22 years 1 month from 98 pay scale

$$\begin{array}{r} \$5,958.00 \\ \times .5520 \quad (22 \text{ years 1 month}) \\ \hline \$3,288.00 \quad (\text{rounded gross}) \\ \times 1.0\% \quad (\text{partial 98 COLA}) \\ \hline \$3,320.00 \quad (\text{rounded gross}) \\ \textbf{(This one would be used} \\ \textbf{as it is more advantageous)} \end{array}$$

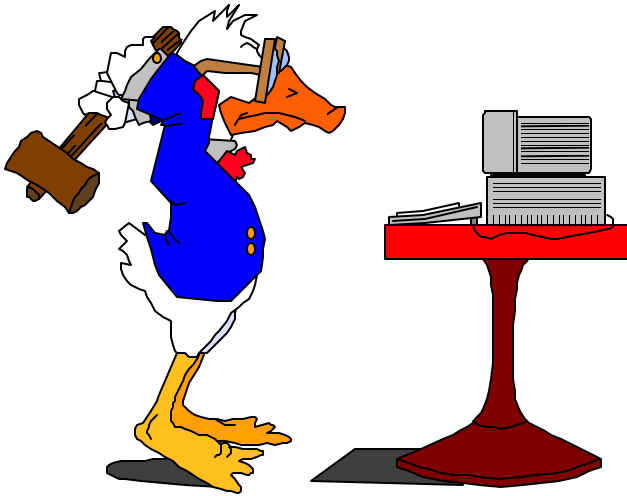
O6 over 22 years 1 month from 97 pay scale

$$\begin{array}{r} \$5,795.70 \\ \times .5520 \quad (22 \text{ years 1 month}) \\ \hline \$3,199.00 \quad (\text{rounded gross}) \\ \times 1.3\% \quad (\text{partial 97 COLA}) \\ \hline \$3,240.00 \quad (\text{rounded gross}) \\ \times 1.3\% \quad (\text{full 98 COLA}) \\ \hline \$3,282.00 \quad (\text{rounded gross pay}) \end{array}$$



Karen North
HRSIC (RAS)

PERSRU Burnout



Working in a personnel reporting unit (PERSRU) is often tedious and routine work. After time this can lead to job burnout which is often reflected as a poor attitude or a short temper. Each person deals with burnout in different ways. One person may have a short temper while another may be withdrawn. If prolonged, burnout often leads to reduced performance, trouble in personal relationships at home and in the workplace, and a general feeling of unhappiness. Burnout is a normal process that nearly everyone will experience sometime in their life, whether caused from work, a marital relationship, or life, burnout can be treated.

For both supervisors and individuals it is crucial to recognize the signs of burnout. Some of the common signs are:

- Boredom - Feeling little enthusiasm for the job on a daily basis.
- Overworked - Too much to do in too little time.
- Underworked - Not having enough to keep busy or challenge your potential.
- Stress - Often reflected by nervousness, fatigue, insomnia, heartburn, headache, and stomachache.
- Difficulty concentrating - Constantly feeling drained and drowsy during the day.
- Low self-esteem - A feeling that you are wasting your life or that you'd rather be doing something else.
- Withdrawn - Don't enjoy communicating or socializing with co-workers.

If you suffer from one of these symptoms on a continuous basis you may need to make some changes in your life to deal with burnout. Here are a few things to try:

- Ask for more work. One of the major causes of burnout is not working to your full potential.
- Do something different. Break your daily routine. Workout during lunch instead of after work.
- Do something new. Volunteer in the community, or find a new hobby.
- Learn something new. Enroll in a college course or read a new book.
- Restructure your job. Look at ways to improve or change the way you work.
- Attack the problem head-on. Analyze the root cause of your burnout and confront it. Sometimes the cause of your burnout is a co-worker or supervisor. Talk to them and look at ways to resolve the conflict.
- Seek outside help. In extreme cases you may be unable to deal with job burnout on your own. Contact your local work-life staff or the Employee Assistance Program at 1-800-222-0364.

Making a radical life or career change, such as leaving the Coast Guard or requesting a change in rate, may seem like one simple solution to job burnout. However, most cases of job burnout don't require such radical solutions. Simply recognizing job burnout as a possible source of frustration or unhappiness, and taking positive action to resolve it, is often all that is needed. A good source for additional information on overcoming job burnout can be found in the book, *Beating Job Burnout: How to transform work pressure into productivity*, by Dr. Beverly Potter.

YNI Jim Barnes
ISC St. Louis

W2's And You

Guess what time of year is just around the corner? It's tax season. To help HRSIC (SES) with the upcoming 1999 W-2 tax season we need your help! Please ensure each member verifies the address on his or her LES for accuracy and submit any changes via SDAII. The deadline for the submission of corrections is December 1999 EOM compute cycle. The address that is on the December 1999 LES is the address where the original W-2 will be sent. Last year there were over 2400 requests for duplicate W-2s. An incorrect mailing addresses is one of the biggest reasons members do not get their W-2 on time.

In the event the member does not receive their W-2, please follow PPPM HRSICINST M1000.2A Chapter 8-B-14. Have them verify that their address is correct. Submit and update any corrections for their tax information in SDAII.



HRSIC (SES) will start reissuing W-2s after February 15th 2000. If at this time, the member still has not received their W-2, or cannot locate it, then the member's

unit or PERSRU can submit a request via email, fax, letter, etc. to HRSIC-SES. Please include the member's: **SSN, name** (first, MI, last), **status** (active, reservist, separated, retired), **address** (where W-2 needs to be sent. If at a large base, please note what unit and/or department), **city, state, zip code, daytime phone #, year(s) requested, reason for the request** (lost, moved, incorrect address, forgot to file taxes, need for mortgage/buying house, loan, financial aid, dog ate it, victim of child's play, etc.), **POC name and phone #**.

All reissued or resent W-2s will be sent out via the USPS 1st class mail. W-2 Request forms can be obtained from the web. The address is <http://www.uscg.mil/hq/hrsic/w2.htm>. This form is available and can be faxed to: 785/295-2544. Any other questions, please call 785/357-3550.

YN2 Jerry Hammann
HRSIC (SES)

Special Payments And The Payment Option Election (POE)

A member closes his/her bank account, and doesn't tell the PERSRU until after the next payroll deposit fails to get posted to the new account. Another member does tell the PERSRU, but an error is made entering the account number, and this member is also missing a payment. What to do? That's simple – call HRSIC (MAS) and get a new payment issued to the correct account immediately! HRSIC can deal with that, right? Well, maybe not.

When a direct deposit payment is issued to an account, that payment is considered to be in the member's possession until such time as the Coast Guard knows beyond any doubt that the payment has been returned. Sometimes this can be handled by a phone call to the financial institution, which can either confirm that the payment has been returned or that it is being held until it can be identified. If this is the case, we can issue a special payment based upon the assurance of the financial institution that the payment has been or is being returned. However, a great many institutions have policies regarding the privacy of their depositors' account data that make this impossible. What happens in this case? We have to wait until we get confirmation from the Treasury Department that the payment has been returned before we can issue a replacement ~ this can take anywhere between five and fifteen days after the scheduled payment date!

Until Treasury has the money back and has credited it to the Coast Guard's accounts, any reissued payment would be considered a duplicate payment. We are specifically prohibited from making duplicate payments.

So, what's the solution? In a perfect world, every member would immediately inform their PERSRU of all account changes, and every PERSRU would be error free when entering account data. In the meantime, the best solution for the world that we *really* live in is for everyone to understand that when "stuff" happens, we may not be able to rush another payment out.

The procedures for special payments are contained on pages 6-B-3 thru 6-B-5 of the Personnel and Pay Procedures Manual, HRSICINST M1000.2A.

Bob Dyche
HRSIC (MAS)

PMIS/JUMPS II (PJ2) PROJECT

Completion of the High Level Design

Recently, we completed the High Level Design that we began in April for implementing our Human Resources Management System (CGHRMS) into PeopleSoft's Human Resources Management (HR) and PeopleSoft's Payroll software. This fit analysis identified which of our pay and personnel processes fit comfortably into the delivered version of the PeopleSoft software, how much customization would cost, and how long it would take. Based on the results of our analysis, the decision was made to only use the PeopleSoft HR application instead of both the PeopleSoft HR and PeopleSoft Payroll. The biggest advantage to selecting PeopleSoft HR is the savings in time to implement HR across the Coast Guard.

Here is what we found:

- Our strategy of doing it all in PeopleSoft, which included integrating all active, reserve, retiree and annuitant personnel and payroll systems, is feasible, but because of the amount of customization involved in developing PeopleSoft Payroll it would be risky, expensive and take much longer to build. Every future PeopleSoft major upgrade would require us to evaluate and possibly redesign the payroll customization. To save money and time, we have chosen to integrate PeopleSoft HR with our current payroll system (JUMPS) rather than do it all with PeopleSoft. SDAIL, PMIS, and the Personnel Decision Sys-

tem (PDS) which is used by CG Headquarters, CGPC, and HRSIC (ADV) to manage several personnel functions (e.g., the PCS assignment process, officer promotions, enlisted advancements) will be replaced by CGHRMS.

- We will first focus on implementing Active/Reserve in PeopleSoft. We are forming a team to evaluate the retiree and annuitant personnel and payroll systems using the following three options to determine what is the best long term approach: (1) Implement in PeopleSoft HR with a JUMPS interface; (2) Leave on the WANG system with improvements; or (3) Integrate into CGHRMS using PeopleSoft.

This strategy will allow us to get PJ2 to the PERSRUs sooner, allow for command access to personnel data, and support the introduction of self-service and command initiated transactions.

Our plan is to get CGHRMS access to the PERSRUs early in the PJ2 build phase. This exposure will allow additional time to grow comfortable with PeopleSoft applications, begin incremental workload reductions in the PERSRUs, and allow access to additional personnel data to support their work. Our next article will more specifically address our fielding plans and timeline.

Progress with the Global Workforce Inquiry Solution

As discussed in Flag Voice 45, COMDT (G-WRI) and HRSIC

(PJ2) have been busy building the Global Workforce Inquiry Solution (GWIS) application in PeopleSoft. GWIS uses PeopleSoft HR to retrieve and display personnel information. The data includes, but is not limited to, a person's history of promotions, assignments, qualifications, training and awards. It also provides the capability to view all the billets and/or people at a particular unit. Unlike PMIS/JUMPS, GWIS is a plain language windows based tool (a Query Manual not required). The GWIS application is targeted for offices that do not have access to personnel data, but require access to information about people to perform their job.

GWIS is a prototype that will: (1) provide limited inquiry capability to key field personnel staffs; (2) obtain input from actual users so we can deliver the information you need; and (3) collect system information to allow us to better plan later CGHRMS phases. The information in GWIS will be updated after each PMIS/JUMPS update or compute cycle.

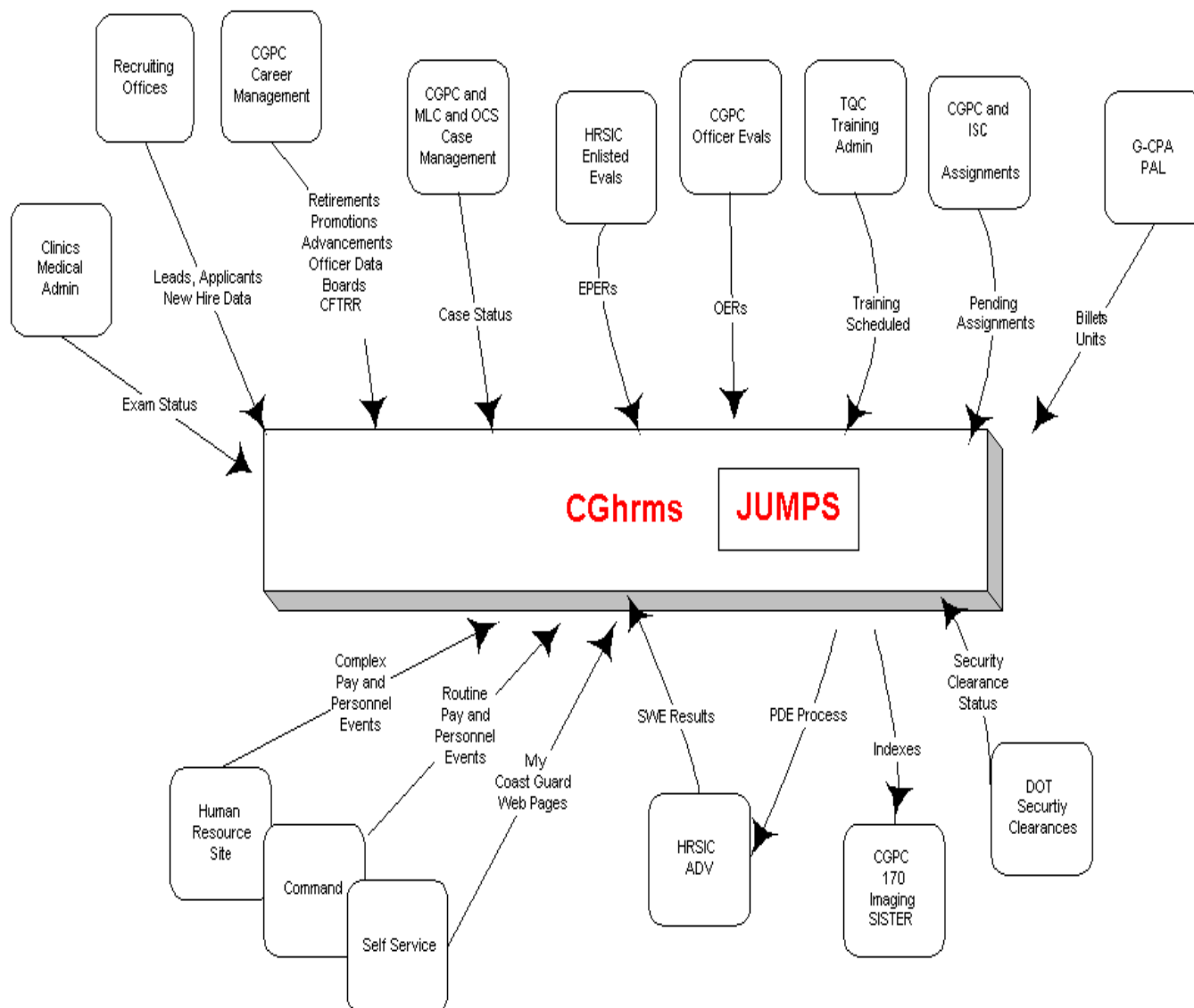
In August we began the initial fielding of this application by offering GWIS access to about 50 people at the ISCs, Areas, MLCs, TRACENs, and Headquarters for evaluation and feedback. GWIS application training for 22 command representatives was held on board HRSIC in late September.

Continued On Next Page

PMIS/JUMPS II (PJ2) PROJECT (Continued)

The following diagram illustrates our vision for Active and Reserve personnel processes:

CGHRMS for Active and Reserves - November 2001



CWO Bessie Carrothers
HRSIC (PJII)



Articles for the ALPERSRU Newsletter may be mailed, faxed or e-mailed to:

Commanding Officer
USCG HRSIC (PRC)
444 SE Quincy St.
Topeka, KS 66683

Fax: 785-295-2579
Email: Drose@HRSIC.USCG.MIL

We're on the web at:
www.uscg.mil/hq/hrsic

Mission Statement

Our missions are to gather, maintain, and manage personnel information on all Coast Guard members and employees; to develop and provide personnel and financial reports and information for Coast Guard managers and other government agencies; and to provide payment and personnel support services to our customers.



DO I GET THE PAY RAISE?

"If I retire on 1 January or 1 July is my retired pay computed using the new active duty pay scale?" is a question we have heard many times lately. The following information and references are provided to help you understand the law for retirement computation:

- All enlisted members and all regular officers who enter into retirement 1 January 2000 will have their retirement pay based on the pay scales in effect on 1 January 2000, and all enlisted members and all regular officers who enter into retirement on 1 July 2000 will have their retirement pay based on the pay scales in effect on 1 July 2000.
- All warrant officers who enter into retirement on 1 January 2000 will have their retirement pay based on the pay scales in effect on 31 December 1999, and all warrant officers who enter into retirement on 1 July 2000 will have their retirement pay based on the pay scales in effect on 30 June 2000.

The distinction between the two is that:

- Coast Guard enlisted members and regular officers are retired under authority of Title 14, U.S. Code, and their retired pay is computed under Section 423 of Title 14 and Section 1406(f) of Title 10. Under these provisions, the basic pay rates in effect "at the time of retirement" are used for computing retired pay.
- Coast Guard warrant officers are retired under authority of Title 10, U.S. Code, and their retired pay is computed under Section 1406(b) of Title 10. Under these provisions, the basic pay rates in effect "on the day before retirement" are used for computing retired pay.

References: 10 U.S.C. 1406
14 U.S.C. 423
54 Comp Gen 941
53 Comp Gen 135
48 Comp Gen 239
Chester (CAPT, USCG) v. U.S.,
199 Ct.Cl 687, 1972

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